

City of San Pablo
SAN PABLO POLICE EMPLOYEES ASSOCIATION

Effective December 18, 2017

Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Sergeant	9,076	52.36	9,530	54.98	10,007	57.73	10,507	60.62	11,032	63.65
Police Officer	7,779	44.88	8,168	47.12	8,576	49.48	9,005	51.95	9,455	54.55

Non-Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Officer Trainee	6,401	36.93	6,721	38.77	7,057	40.71	7,410	42.75	7,780	44.88
Police Services Assistant	5,017	28.94	5,268	30.39	5,531	31.91	5,808	33.51	6,098	35.18
Police Services Technician	5,748	33.16	6,036	34.82	6,338	36.56	6,655	38.39	6,987	40.31
Police Executive Assistant	5,939	34.26	6,236	35.98	6,548	37.78	6,875	39.66	7,219	41.65
Police Admin. Clerk	4,154	23.97	4,362	25.16	4,580	26.42	4,809	27.74	5,049	29.13
Jailer	5,748	33.16	6,036	34.82	6,338	36.56	6,655	38.39	6,987	40.31

San Pablo Police Employees Association- Management Unit

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Captain	12,700	73.27	13,335	76.93	14,002	80.78	14,702	84.82	15,437	89.06
Police Lieutenant	11,869	68.48	12,463	71.90	13,086	75.49	13,740	79.27	14,427	83.23
Police Support Serv. Mgr.	6,601	38.08	6,931	39.99	7,278	41.99	7,642	44.09	8,024	46.29

City of San Pablo
SAN PABLO POLICE EMPLOYEES ASSOCIATION

Effective July 1, 2018

Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Sergeant	9,394	54.20	9,864	56.91	10,357	59.75	10,875	62.74	11,419	65.88
Police Officer	8,051	46.45	8,454	48.77	8,876	51.21	9,320	53.77	9,786	56.46

Non-Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Officer Trainee	6,593	38.03	6,922	39.94	7,268	41.93	7,632	44.03	8,013	46.23
Police Services Assistant	5,168	29.81	5,426	31.30	5,697	32.87	5,982	34.51	6,281	36.24
Police Services Technician	5,921	34.16	6,217	35.87	6,528	37.66	6,854	39.54	7,197	41.52
Police Executive Assistant	6,117	35.29	6,423	37.06	6,744	38.91	7,082	40.85	7,436	42.90
Police Admin. Clerk	4,279	24.69	4,493	25.92	4,717	27.22	4,953	28.58	5,201	30.00
Jailer	5,921	34.16	6,217	35.87	6,528	37.66	6,854	39.54	7,197	41.52

San Pablo Police Employees Association- Management Unit

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Captain	13,144	75.83	13,802	79.63	14,492	83.61	15,216	87.79	15,977	92.18
Police Lieutenant	12,285	70.87	12,899	74.42	13,544	78.14	14,221	82.04	14,932	86.15
Police Support Serv. Mgr.	6,799	39.23	7,139	41.19	7,496	43.25	7,871	45.41	8,264	47.68

City of San Pablo
SAN PABLO POLICE EMPLOYEES ASSOCIATION

Effective July 1, 2019

Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Sergeant	9,723	56.10	10,209	58.90	10,720	61.85	11,256	64.94	11,819	68.18
Police Officer	8,333	48.07	8,749	50.48	9,187	53.00	9,646	55.65	10,129	58.43

Non-Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Community Outreach Technician	6,099	35.18	6,404	36.94	6,724	38.79	7,060	40.73	7,413	42.77
Police Officer Trainee	6,790	39.17	7,130	41.13	7,486	43.19	7,860	45.35	8,253	47.62
Police Services Assistant	5,322	30.71	5,589	32.24	5,868	33.85	6,161	35.55	6,469	37.32
Police Services Technician	6,099	35.18	6,404	36.94	6,724	38.79	7,060	40.73	7,413	42.77
Police Executive Assistant	6,301	36.35	6,616	38.17	6,947	40.08	7,294	42.08	7,659	44.19
Police Admin. Clerk	4,407	25.43	4,628	26.70	4,859	28.03	5,102	29.43	5,357	30.91
Jailer	6,099	35.18	6,404	36.94	6,724	38.79	7,060	40.73	7,413	42.77

San Pablo Police Employees Association- Management Unit

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Captain	13,604	78.49	14,285	82.41	14,999	86.53	15,749	90.86	16,536	95.40
Police Lieutenant	12,715	73.35	13,350	77.02	14,018	80.87	14,719	84.92	15,455	89.16
Police Support Serv. Mgr.	7,003	40.40	7,353	42.42	7,721	44.54	8,107	46.77	8,512	49.11

City of San Pablo
SAN PABLO POLICE EMPLOYEES ASSOCIATION

Effective July 1, 2020 (RESO 2020-090; Adopted 07/06/20)

Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Sergeant	10,064	58.06	10,567	60.96	11,095	64.01	11,650	67.21	12,232	70.57
Police Officer	8,624	49.76	9,056	52.24	9,508	54.86	9,984	57.60	10,483	60.48

Non-Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Community Outreach Technician	6,282	36.24	6,596	38.05	6,925	39.95	7,272	41.95	7,635	44.05
Police Officer Trainee	6,994	40.35	7,343	42.37	7,711	44.48	8,096	46.71	8,501	49.04
Police Services Assistant	5,482	31.63	5,756	33.21	6,044	34.87	6,346	36.61	6,664	38.44
Police Services Technician	6,282	36.24	6,596	38.05	6,925	39.95	7,272	41.95	7,635	44.05
Police Executive Assistant	6,490	37.44	6,815	39.32	7,155	41.28	7,513	43.35	7,889	45.51
Police Admin. Clerk	4,539	26.19	4,766	27.50	5,005	28.87	5,255	30.32	5,518	31.83
Jailer	6,282	36.24	6,596	38.05	6,925	39.95	7,272	41.95	7,635	44.05

San Pablo Police Employees Association- Management Unit

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Captain	14,081	81.23	14,785	85.30	15,524	89.56	16,300	94.04	17,115	98.74
Police Lieutenant	13,160	75.92	13,818	79.72	14,508	83.70	15,234	87.89	15,996	92.28
Police Support Serv. Mgr.	7,248	41.81	7,610	43.91	7,991	46.10	8,390	48.41	8,810	50.83

City of San Pablo
SAN PABLO POLICE EMPLOYEES ASSOCIATION

Effective July 1, 2021 (RESO 2021-062; Adopted 05/17/21)

Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Sergeant	10,416	60.09	10,937	63.10	11,483	66.25	12,058	69.56	12,660	73.04
Police Officer	8,926	51.50	9,373	54.07	9,841	56.78	10,333	59.61	10,850	62.60

Non-Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Community Outreach Technician	6,470	37.33	6,794	39.19	7,133	41.15	7,490	43.21	7,864	45.37
Police Officer Trainee	7,204	41.56	7,564	43.64	7,942	45.82	8,339	48.11	8,756	50.52
Police Services Assistant	5,647	32.58	5,929	34.21	6,225	35.92	6,537	37.71	6,863	39.60
Police Services Technician	6,470	37.33	6,794	39.19	7,133	41.15	7,490	43.21	7,864	45.37
Police Executive Assistant	6,685	38.57	7,019	40.49	7,370	42.52	7,739	44.65	8,126	46.88
Police Admin. Clerk	4,676	26.97	4,909	28.32	5,155	29.74	5,413	31.23	5,683	32.79
Jailer	6,470	37.33	6,794	39.19	7,133	41.15	7,490	43.21	7,864	45.37

San Pablo Police Employees Association- Management Unit

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Captain	14,573	84.08	15,302	88.28	16,067	92.69	16,870	97.33	17,714	102.20
Police Lieutenant	13,620	78.58	14,301	82.51	15,016	86.63	15,767	90.96	16,555	95.51
Police Support Serv. Mgr.	7,429	42.86	7,801	45.00	8,191	47.25	8,600	49.62	9,030	52.10

City of San Pablo
SAN PABLO POLICE EMPLOYEES ASSOCIATION

Effective July 1, 2022 (RESO 2022-110; Adopted 07/05/22)

Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Sergeant	10,937	63.10	11,483	66.25	12,058	69.56	12,660	73.04	13,293	76.69
Police Officer	9,373	54.07	9,841	56.78	10,333	59.61	10,850	62.60	11,392	65.73

Non-Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Officer Trainee	7,564	43.64	7,942	45.82	8,339	48.11	8,756	50.52	9,194	53.04
Police Services Technician	6,794	39.19	7,133	41.15	7,490	43.21	7,864	45.37	8,258	47.64
Police Services Technician - Jailer	6,794	39.19	7,133	41.15	7,490	43.21	7,864	45.37	8,258	47.64
Police Executive Assistant	7,019	40.49	7,370	42.52	7,739	44.65	8,126	46.88	8,532	49.22
Police Admin. Clerk	4,909	28.32	5,155	29.74	5,413	31.23	5,683	32.79	5,967	34.43
Police Support Serv. Supervisor	7,092	40.92	7,447	42.96	7,819	45.11	8,210	47.37	8,621	49.73

San Pablo Police Employees Association- Management Unit

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Captain	15,302	88.28	16,067	92.69	16,870	97.33	17,714	102.20	18,600	107.31
Police Lieutenant	14,301	82.51	15,016	86.63	15,767	90.96	16,555	95.51	17,383	100.29
Police Support Serv. Mgr.	8,425	48.60	8,846	51.03	9,288	53.59	9,753	56.27	10,240	59.08

City of San Pablo

SAN PABLO POLICE EMPLOYEES ASSOCIATION

Effective July 1, 2023 (RESO 2023-108; Adopted 07/17/23 - Class & Comp. Plan)

Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Sergeant	11,483	66.25	12,058	69.56	12,660	73.04	13,293	76.69	13,958	80.53
Police Officer	9,841	56.78	10,333	59.61	10,850	62.60	11,392	65.73	11,962	69.01

Non-Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Officer Trainee	7,942	45.82	8,339	48.11	8,756	50.52	9,194	53.04	9,654	55.69
Police Services Technician	7,133	41.15	7,490	43.21	7,864	45.37	8,258	47.64	8,670	50.02
Police Services Technician - Jailer	7,133	41.15	7,490	43.21	7,864	45.37	8,258	47.64	8,670	50.02
Police Executive Assistant	7,370	42.52	7,739	44.65	8,126	46.88	8,532	49.22	8,958	51.68
Police Admin. Clerk	5,155	29.74	5,413	31.23	5,683	32.79	5,967	34.43	6,266	36.15
Police Support Serv. Supervisor	7,447	42.96	7,819	45.11	8,210	47.37	8,621	49.73	9,052	52.22

San Pablo Police Employees Association- Management Unit

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Captain	16,067	92.69	16,870	97.33	17,714	102.20	18,600	107.31	19,530	112.67
Police Lieutenant	15,016	86.63	15,767	90.96	16,555	95.51	17,383	100.29	18,252	105.30
Police Support Serv. Mgr.	8,846	51.03	9,288	53.59	9,753	56.27	10,240	59.08	10,752	62.03

City of San Pablo
SAN PABLO POLICE EMPLOYEES ASSOCIATION

Effective July 1, 2024 (RESO 2024-079; Adopted 06/17/24)

Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Sergeant	11,713	67.58	12,299	70.95	12,914	74.50	13,559	78.23	14,237	82.14
Police Officer	10,038	57.91	10,540	60.81	11,067	63.85	11,620	67.04	12,201	70.39

Non-Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Officer Trainee	8,101	46.74	8,506	49.07	8,931	51.53	9,378	54.10	9,847	56.81
Police Services Technician	7,276	41.98	7,640	44.07	8,022	46.28	8,423	48.59	8,844	51.02
Police Services Technician - Jailer	7,276	41.98	7,640	44.07	8,022	46.28	8,423	48.59	8,844	51.02
Police Executive Assistant	7,517	43.37	7,893	45.54	8,288	47.82	8,702	50.21	9,138	52.72
Police Admin. Clerk	5,258	30.33	5,521	31.85	5,797	33.44	6,087	35.12	6,391	36.87
Police Support Serv. Supervisor	7,596	43.82	7,975	46.01	8,374	48.31	8,793	50.73	9,233	53.26

San Pablo Police Employees Association- Management Unit

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Captain	16,388	94.55	17,208	99.28	18,068	104.24	18,972	109.45	19,920	114.92
Police Lieutenant	15,317	88.36	16,082	92.78	16,886	97.42	17,731	102.29	18,617	107.41
Police Support Serv. Mgr.	9,023	52.06	9,474	54.66	9,948	57.39	10,445	60.26	10,967	63.27

Per SPPEA MOU 4.2 Salaries

Per SPPEA (Mgmt Unit) MOU 4.2 Salaries

City of San Pablo
SAN PABLO POLICE EMPLOYEES ASSOCIATION

Effective January 1, 2025 (RESO 2024-079; Adopted 06/17/24)

Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Sergeant	11,947	68.93	12,545	72.37	13,172	75.99	13,831	79.79	14,522	83.78
Police Officer	10,239	59.07	10,751	62.02	11,288	65.12	11,853	68.38	12,445	71.80

Non-Sworn Employees

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Officer Trainee	8,263	47.67	8,676	50.05	9,110	52.56	9,565	55.18	10,044	57.94
Police Services Technician	7,421	42.82	7,792	44.96	8,182	47.20	8,591	49.56	9,021	52.04
Police Services Technician - Jailer	7,421	42.82	7,792	44.96	8,182	47.20	8,591	49.56	9,021	52.04
Police Executive Assistant	7,668	44.24	8,051	46.45	8,454	48.77	8,876	51.21	9,320	53.77
Police Admin. Clerk	5,363	30.94	5,631	32.49	5,913	34.11	6,209	35.82	6,519	37.61
Police Support Serv. Supervisor	7,748	44.70	8,135	46.93	8,542	49.28	8,969	51.74	9,417	54.33

San Pablo Police Employees Association- Management Unit

	Step A	Hrly Rate	Step B	Hrly Rate	Step C	Hrly Rate	Step D	Hrly Rate	Step E	Hrly Rate
Police Captain	16,716	96.44	17,552	101.26	18,430	106.32	19,351	111.64	20,319	117.22
Police Lieutenant	15,623	90.13	16,404	94.64	17,224	99.37	18,085	104.34	18,990	109.56
Police Support Serv. Mgr.	9,203	53.10	9,664	55.75	10,147	58.54	10,654	61.47	11,187	64.54

Per SPPEA MOU 4.2 Salaries

Per SPPEA (Mgmt Unit) MOU 4.2 Salaries